



Australian Government



Workplace  
Gender Equality  
Agency

## 2021 - 22 Compliance Program

Submitted by:

**Tritium Pty Ltd (ABN:75095500280)**

Date: 2022-06-07

# #Workplace overview

## Policies and strategies

1: Do you have a formal policy and/or formal strategy in place that specifically supports gender equality in the following areas?

|  |   |
|--|---|
| ...Recruitment   | Yes( <i>Select all that apply</i> )   |
| ...Yes   | Policy  |
| ...Retention   | No( <i>Select all that apply</i> )  |
| ...No  | Currently under development( <i>Select the estimated completion date.</i> ) |
| ...Performance management processes                                    | Yes( <i>Select all that apply</i> )   |
| ...Yes   | Policy  |
| ...Promotions  | No( <i>Select all that apply</i> )  |
| ...No  | Currently under development( <i>Select the estimated completion date.</i> ) |
| ...Talent identification/identification of high potentials             | Yes( <i>Select all that apply</i> )   |
| ...Yes   | Strategy  |
| ...Succession planning   | Yes( <i>Select all that apply</i> )   |
| ...Yes   | Strategy  |
| ...Training and development  | Yes( <i>Select all that apply</i> )   |
| ...Yes   | Policy  |
| ...Key performance indicators for managers relating to gender equality | No( <i>Select all that apply</i> )  |
| ...No  | Currently under development( <i>Select the estimated completion date.</i> ) |
| ...Currently under development   | 31-May-2023   |

2: Do you have formal policy and/or formal strategy in place that support gender equality overall?

|                                     |        |
|-------------------------------------|--------|
| Yes( <i>Select all that apply</i> ) |        |
| ...Yes                              | Policy |

3: Does your organisation have any of the following targets to address gender equality in your workplace?

|   |
|---|
| Reduce the gender pay gap                                   |
| Increase the number of women in leadership positions        |
| Increase the number of women in male-dominated roles        |
| Increase the number of men using flexible work arrangements |

4: If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

## Governing bodies

*Tritium Pty Ltd*

|   |  |
|---|--|
| 1: Does this organisation have a governing body?  | Yes( <i>Provide further details on the governing body(ies) and its composition</i> ) |
| 1.1: What is the name of your governing body?   | Board of Directors   |
| 1.2: What type of governing body does this organisation have?   | Board of directors   |
| 1.3: How many members are on the governing body and who holds the predominant Chair position?                               |  |
| ...Chairs   |  |
| ...Female   | 0  |
| ...Male   | 1  |
| ...Non-binary   | 0  |
| ...Members  |  |
| ...Female   | 2  |
| ...Male   | 4  |
| ...Non-binary   | 0  |
| 1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members? | Yes( <i>Select all that apply</i> )  |
|   | Strategy   |
| 1.5: Has a target been set to increase the representation of women on this governing body?                                  | Yes( <i>Provide further details on your target</i> )                                 |
| 10.6: What is the percentage (%) target?  | 28.00%   |
| 10.7: What year is the target to be reached (select the last day of the target year)?                                       | 31-Dec-2022  |
|   | 31-May-2023  |
|   | 31-May-2023  |
| 1.6: Do you have a formal policy and/or formal strategy in place on the gender composition of your governing body?          | Yes( <i>Select all that apply.</i> )   |
|   | Policy   |
|   | 31-May-2023  |

2: If your organisation would like to provide additional information relating to governing bodies and gender equality in your workplace, do so below.

N/A

# #Action on gender equality

## Gender pay gaps

1: Do you have a formal policy and/or formal strategy on remuneration generally?

No(*Select all that apply*)

...No

Currently under development(*Select the estimated completion date.*)

...Currently under development

30-Jun-2022

2: What was the snapshot date used for your Workplace Profile?

30-Jun-2021

## Employer action on pay equity

1: Have you analysed your payroll to determine if there are any remuneration gaps between women and men (e.g. conducted a gender pay gap analysis)?

Yes(*Provide further details on the most recent gender remuneration gap analysis that was undertaken.*)

1.1: When was the most recent gender remuneration gap analysis undertaken?

Within the last 12 months

1.2: Did you take any actions as a result of your gender remuneration gap analysis?

Yes(*Select all that apply*)

1.2: Did you take any actions as a result of your gender remuneration gap analysis?

Corrected like-for-like gaps

.. Yes

3: If your organisation would like to provide additional information relating to employer action on pay equity in your workplace, please do so below.

## Employee consultation

1: Have you consulted with employees on issues concerning gender equality in your workplace during the reporting period?

No(*Select all that apply*)

...No

Others (Provide Details)

...Others (Provide Details)

We have provided training resources on gender bias and unconscious bias.

2: Do you have a formal policy and/or formal strategy in place on consulting employees about gender equality?

No

...No

Insufficient resources/expertise

3: On what date did your organisation share your previous year's public reports with employees?

31-Aug-2021

4: Does your organisation have shareholders?

Yes

4.1: On what date did your organisation share your previous year's public reports with shareholders?

31-Aug-2021

5: Have you shared previous Executive Summary and Benchmark reports with the governing body?

No

6: If your organisation would like to provide additional information relating to employee consultation on gender equality in your workplace, please do so below.

Note on Ques 3 - The previous years public results have been shared with employees on 27 May 2022, as this was previously not provided.

Note on Ques 4 - Tritium Pty Ltd only become publicly listed on 14 January 2022. So did not share previous reporting results.

# #Flexible work

## Flexible working

1: Do you have a formal policy and/or formal strategy on flexible working arrangements?

No(*Select all that apply*)

...Flexible working is promoted throughout the organisation

Yes

...The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)

No(*Select all that apply*)

...Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel

No(*Select all that apply*)

...Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body

No(*Select all that apply*)

...No

Currently under development(*Select the estimated completion date.*)

...Currently under development

1-Aug-2022

2: Do you offer any of the following flexible working options to MANAGERS in your workplace?

...Flexible hours of work

Yes(*Select one option only*)

...Yes

SAME options for women and men(*Select all that apply*)

...SAME options for women and men

Informal options are available  
Formal options are available

...Compressed working weeks

Yes(*Select one option only*)

...Yes

SAME options for women and men(*Select all that apply*)

...SAME options for women and men

Formal options are available

...Time-in-lieu

Yes(*Select one option only*)

...Yes

SAME options for women and men(*Select all that apply*)

...SAME options for women and men

Informal options are available  
Formal options are available

...Telecommuting (e.g. working from home)

Yes(*Select one option only*)

...Yes

SAME options for women and men(*Select all that apply*)

...SAME options for women and men

Informal options are available  
Formal options are available

...Part-time work

Yes(*Select one option only*)

|                                   |   |
|-----------------------------------|---|
| ...Yes                            | SAME options for women and men( <i>Select all that apply</i> )                        |
| ...SAME options for women and men | Formal options are available  |
| ...Job sharing                    | Yes( <i>Select one option only</i> )  |
| ...Yes                            | SAME options for women and men( <i>Select all that apply</i> )                        |
| ...SAME options for women and men | Formal options are available  |
| ...Carer's leave                  | Yes( <i>Select one option only</i> )  |
| ...Yes                            | SAME options for women and men( <i>Select all that apply</i> )                        |
| ...SAME options for women and men | Formal options are available  |
| ...Purchased leave                | No( <i>You may specify why the above option is not available to your employees.</i> ) |
| ...No                             | Not a priority  |
| ...Unpaid leave                   | Yes( <i>Select one option only</i> )  |
| ...Yes                            | SAME options for women and men( <i>Select all that apply</i> )                        |
| ...SAME options for women and men | Formal options are available  |

3: Are your flexible working arrangement options for NON-MANAGERS the same as the options for managers above?

Yes

4: Has your organisation implemented an 'all roles flex' approach to flexible work?

No

5: Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce during the 2021-22 reporting period?

Yes, for both women and men

6: If your workplace includes hybrid teams (i.e. some employees in a team work remotely while other employees in a team work at the organisation's usual workplace), have any of the following measures been utilised to ensure the fair treatment of all employees regardless of work location?

All team meetings are held online

7: If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, including specific changes due to the impact of the COVID-19 pandemic on your workplace, please do so below.

We offer flexible working hour arrangements (ie early start / finish times) to support childcare commitments

# #Employee support

## Paid parental leave

1: Do you provide employer funded paid parental leave regardless of carer's status (i.e. primary/secondary) in addition to any government funded parental leave scheme?

Yes, we offer employer funded parental leave (using the primary/secondary carer definition)

|   |  |
|---|--|
| 1.1: Do you provide employer funded paid parental leave for primary carers in addition to any government funded parental leave scheme?                                      | Yes( <i>Please indicate how employer funded paid parental leave is provided to the primary carers.</i> ) |
| 1.1.a: Please indicate whether your employer-funded paid parental leave for primary carers is available to:   | All, regardless of gender  |
| 1.1.b: Please indicate whether your employer-funded paid parental leave for primary carers covers:  | Birth<br>Adoption<br>Surrogacy<br>Stillbirth   |
| 1.1.c: How do you pay employer funded paid parental leave to primary carers?  | Paying the employee's full salary  |
| 1.1.d: Do you pay superannuation contribution to your primary carers while they are on parental leave?  | Yes, on employer funded parental leave   |
| 1.1.e: How many weeks (minimum) of employer funded paid parental leave for primary carers is provided?  | 3  |
| 1.1.f: What proportion of your total workforce has access to employer funded paid parental leave for primary carers, including casuals?                                     | 91-100%  |
| 1.1.g: Do you require primary carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave? | Yes  |
| 1.1.g.1: How long is the qualifying period?   | 12   |
| 1.1.h: Do you require primary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?       | Yes  |
| 1.1.h: Do you require primary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?       | Within 12 months   |

|   |  |
|---|--|
| .. Yes  |  |
| 1.2: Do you provide employer funded paid parental leave for secondary carers in addition to any government funded parental leave scheme?                                      | Yes( <i>Please indicate how employer funded paid parental leave is provided to the secondary carers.</i> ) |
| 1.2.a: Please indicate whether your employer-funded paid parental leave for secondary carers is available to:   | All, regardless of gender  |
| 1.2.b: Please indicate whether your employer-funded paid parental leave for secondary carers covers:  | Birth<br>Adoption<br>Surrogacy<br>Stillbirth   |
| 1.2.c: How do you pay employer funded paid parental leave to secondary carers?  | Paying the employee's full salary  |
| 1.2.d: Do you pay superannuation contribution to your secondary carers while they are on parental leave?  | Yes, on employer funded parental leave   |
| 1.2.e: How many weeks (minimum) of employer funded paid parental leave for secondary carers is provided?  | 2  |
| 1.2.f: What proportion of your total workforce has access to employer funded paid parental leave for secondary carers, including casuals?                                     | 90-100%  |
| 1.2.g: Do you require secondary carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave? | Yes  |
| 1.2.g.1: How long is the qualifying period?   | 12   |
| 1.2.h: Do you require secondary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?       | Yes  |
| 1.2.h: Do you require secondary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?       | Within 12 months   |
| .. Yes  |  |

2: If your organisation would like to provide additional information relating to paid parental leave and gender equality in your workplace, please do so below.

### Support for carers

1: Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?

Yes(*Select all that apply*)

| ...Yes | Policy |
|--------|--------|
|--------|--------|

2: Do you offer any of the following support mechanisms for employees with family or caring responsibilities?

|   |  |
|---|--|
| ...Employer subsidised childcare  | No( <i>You may specify why the above support mechanism is not available to your employees.</i> ) |
| ...No   | Not a priority   |
| ...On-site childcare  | No( <i>You may specify why the above support mechanism is not available to your employees.</i> ) |
| ...No   | Not a priority<br>Not aware of the need  |
| ...Breastfeeding facilities   | Yes( <i>Please indicate the availability of this support mechanism.</i> )                        |
| ...Yes  | Available at ALL worksites   |
| ...Childcare referral services  | No( <i>You may specify why the above support mechanism is not available to your employees.</i> ) |
| ...No   | Not a priority<br>Not aware of the need  |
| ...Internal support networks for parents  | No( <i>You may specify why the above support mechanism is not available to your employees.</i> ) |
| ...No   | Not aware of the need  |
| ...Return to work bonus (only select if this bonus is not the balance of paid parental leave) | No( <i>You may specify why the above support mechanism is not available to your employees.</i> ) |
| ...No   | Not aware of the need  |
| ...Information packs for new parents and/or those with elder care responsibilities            | No( <i>You may specify why the above support mechanism is not available to your employees.</i> ) |
| ...No   | Not aware of the need  |
| ...Referral services to support employees with family and/or caring responsibilities          | Yes( <i>Please indicate the availability of this support mechanism.</i> )                        |
| ...Yes  | Available at ALL worksites   |
| ...Targeted communication mechanisms (e.g. intranet/forums)                                   | No( <i>You may specify why the above support mechanism is not available to your employees.</i> ) |
| ...No   | Not aware of the need  |
| ...Support in securing school holiday care  | No( <i>You may specify why the above support mechanism is not available to your employees.</i> ) |
| ...No   | Not aware of the need  |
| ...Coaching for employees on returning to work from paid parental leave                       | No( <i>You may specify why the above support mechanism is not available to your employees.</i> ) |
| ...No   | Not a priority   |
| ...Parenting workshops targeting mothers  | No( <i>You may specify why the above support mechanism is not available to your employees.</i> ) |
| ...No   | Not aware of the need  |
|   | No( <i>You may specify why the above support</i>   |

|  |   |
|--|---|
| ...Parenting workshops targeting fathers | <i>mechanism is not available to your employees.)</i> |
| ...No                                    | Not a priority  |
| ...Other (provide details)               | No  |

3: If your organisation would like to provide additional information relating to support for carers in your workplace, please do so below.

### Sex-based harassment and discrimination

1: Do you have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?

Yes (*Select all that apply*)

|   |        |
|---|--------|
| ...Yes  | Policy |
| 1.1: Do you provide a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy? | Yes    |

2: Do you provide training on sex-based harassment and discrimination prevention to the following groups?

|                  |   |
|------------------|---|
| ...All managers  | Yes ( <i>Please indicate how often is this training provided (select all that apply):</i> ) |
| ...Yes           | At induction<br>At least annually   |
| ...All employees | Yes ( <i>Please indicate how often is this training provided (select all that apply):</i> ) |
| ...Yes           | At induction  |

3: If your organisation would like to provide additional information relating to sex-based harassment and discrimination, please do so below.

### Family or domestic violence

1: Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?

Yes (*Select all that apply*)

|        |        |
|--------|--------|
| ...Yes | Policy |
|--------|--------|

2: Other than a formal policy and/or formal strategy, do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?

|   |  |
|---|--|
| ...Employee assistance program (including access to psychologist, chaplain or counsellor) | Yes  |
| ...Training of key personnel  | No ( <i>Select all that apply</i> )        |
| ...No   | Not aware of the need                      |
| ...A domestic violence clause is in an enterprise agreement or workplace agreement        | No ( <i>Select all that apply</i> )        |
| ...No   | Other (provide details)                    |
|   | Paid family and domestic violence leave is |

|  |  |
|--|--|
| ...Other (provide details)   | covered in the Awards under which the company operates. The same entitlements are extended to Non-Award covered employees. |
| ...Workplace safety planning   | No( <i>Select all that apply</i> )   |
| ...No  | Not aware of the need  |
| ...Access to paid domestic violence leave (contained in an enterprise/workplace agreement)           | No( <i>Select all that apply</i> )   |
| ...No  | Not aware of the need  |
| ...Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)         | Yes( <i>Is the leave period unlimited?</i> )   |
| ...Yes   | No   |
| ...Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)       | No( <i>Select all that apply</i> )   |
| ...No  | Not aware of the need  |
| ...Access to unpaid leave  | Yes( <i>Is the leave period unlimited?</i> )   |
| ...Yes   | No   |
| : How many days of unpaid domestic violence leave are provided?                                      | 5  |
| ...Confidentiality of matters disclosed  | Yes  |
| ...Referral of employees to appropriate domestic violence support services for expert advice         | Yes  |
| ...Protection from any adverse action or discrimination based on the disclosure of domestic violence | Yes  |
| ...Flexible working arrangements   | Yes  |
| ...Provision of financial support (e.g. advance bonus payment or advanced pay)                       | Yes  |
| ...Offer change of office location   | Yes  |
| ...Emergency accommodation assistance  | Yes  |
| ...Access to medical services (e.g. doctor or nurse)   | Yes  |
| ...Other (provide details)   | No   |

3: If your organisation would like to provide additional information relating to family and domestic violence affecting your workplace, please do so below.